

THRIVE DANCE

England & Wales · Charity number 1167591

Details

Other names	THRIVE YOUTH DANCE COMPANY
Status	Registered
Legal form	CIO
Registered	2016-06-09
Register	View on the Charity Commission register

Contact

Address	9 Solway Road London N22 5BX
Phone	07907536650
Email	info@thrivedance.co.uk
Website	www.thrivedance.co.uk

Activities

Objects: THE OBJECTS OF THE CIO ARE:A) TO SUPPORT THE DEVELOPMENT OF YOUNG PEOPLE BY:1) DEVELOPING CAPABILITIES, COMPETENCES, SKILLS AND UNDERSTANDING ABOUT THE FIELD OF DANCE AND PHYSICAL HEALTH AND WELLBEING;2) INCREASING INDIVIDUAL AND COLLECTIVE KNOWLEDGE IN DANCE, CHOREOGRAPHY, AND THE PERFORMING ARTS;3) SUPPORTING THE CULTIVATION OF CULTURE BY ENCOURAGING HIGH STANDARDS OF ART AND PERFORMANCE; AND4) PRODUCING ARTS FESTIVALS THAT BRING TOGETHER REGIONAL DANCE GROUPS TO PERFORM AND PARTICIPATE IN DANCE WORKSHOPS. B) TO ADVANCE EDUCATION AND TRAINING FOR THE PUBLIC BENEFIT IN THE ART, PRACTICE AND APPRECIATION OF DANCE.

Activities: To facilitate learning, support and development of dancers and artists by enabling creative thinking and inspiring self-confidenceTo provide classes in contemporary dance and choreography for dancers and artists in a creative and supportive environmentTo enable dancers and artists to develop their own work and cultivate individual creative practice

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Arts/culture/heritage/science
- **Who:** Children/young People, Other Defined Groups

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£53,637	£30,183	-	-
2024-08-31	£64,954	£51,339	-	-
2023-08-31	£12,302	£12,080	-	-
2022-04-06	£7,829	£7,827	-	-
2021-04-06	£7,679	£6,822	-	-

Trustees

Name	Role	Appointed
NIGEL THORNE		2016-06-09
Parbati Chaudhury		2024-04-22
Zara Rush		2018-10-11

THRIVE DANCE

England & Wales - Charity number 1167591

Accounts

TRUSTEES ANNUAL REPORT

Period 01/09/2024 - 31/08/2025

Thrive Dance

Charity Number 1167591

THRIVE

WWW.THRIVEDANCE.CO.UK

Thrive exists to inspire change in our communities through art, performance, and dance education.

We facilitate learning and support development of dancers and artists by enabling creative thinking and inspiring self-confidence.

Performances

We create immersive and site-specific performances looking at socially relevant issues. We perform these works across a range of venues (community centres, galleries, outdoors) to push the boundaries of how we view dance and who it can be for

Community

We host gatherings and co-create performances with people in our communities. We bring people together to connect them with each other as well as to local initiatives that help stimulate conversation and change

Artist Development

We help artists to develop their own work by offering mentoring. We also produce arts festivals that bring together young dancers and artists to perform, collaborate, and learn from each other

Youth Company

We host weekly classes, intensive workshops and festivals that support and inspire young people. They co-create performances which speak to their experiences as well as supporting their personal, creative and physical development



Charitable Aims & Outcomes

- To improve cultural diversity and inclusivity across the country by helping people feel more connected to their community through the arts.
- To advance knowledge, education, and training in the art, practice, and appreciation of dance
- To support young people and artists to be more creative and confident both in arts settings and in their wider communities.
- To use dance and performance arts to enliven conversation about social topics relevant to our communities.
- To bring people together to develop collaborative initiatives that build links across communities within and beyond our work.

Nigel Thorne
Trustee

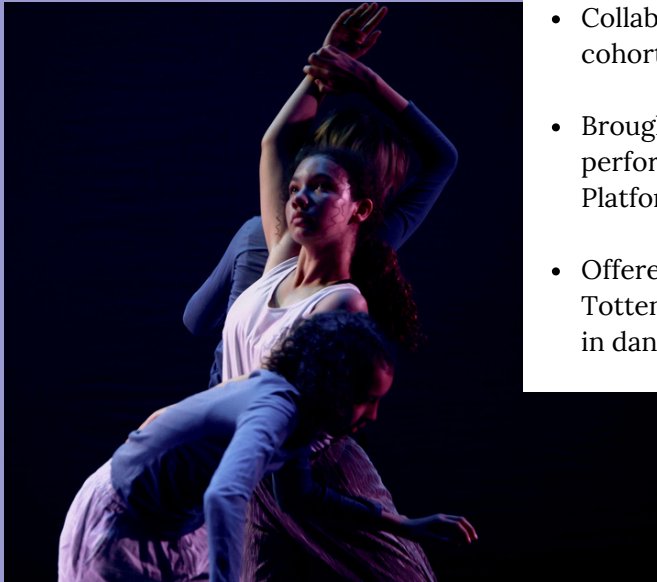
Zara Rush
Trustee

Parbati Chaudhury
Trustee

Sarah Poekert
Artistic Director

This year we have...

Youth Company



- Collaborated with the 25 young people in the 24/25 youth company cohort to make 4 new dance works
- Brought our youth dancers to events across London to network, perform and connect including - Ignite Festival, The Place Youth Platform and DanceWest Fest
- Offered free dance workshops in 10 secondary schools across Tottenham, Enfield, Haringey and Barnet for young people interested in dance and choreography

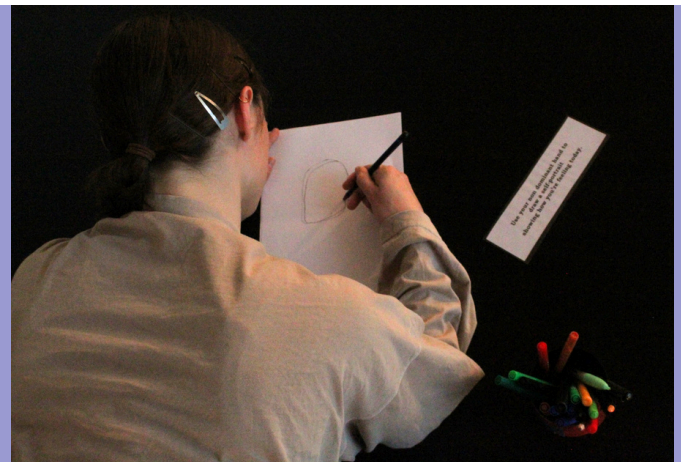
Performance

- Underwent research and development for our new piece of work exploring grief - Letting Go While Holding On
- Worked with focus groups of other grieving artists to gain feedback and insights during the creative process



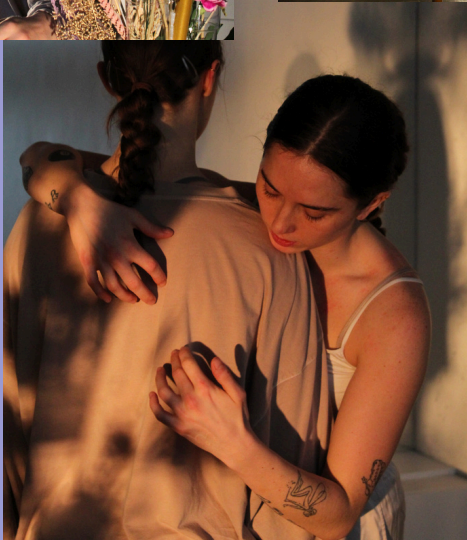
Artist Development

- Hosted over 100 young people from across the South East to attend our Youth Dance Festival in partnership with Middlesex University (including performances, workshops, networking and a chance to learn more about higher education opportunities in the arts)
- Mentored Thrive Youth Company Alumni who will be joining us as Graduate Apprentice in Costume Design from September
- Worked with grieving dancers to help them develop their own grief movement practice



Community

- Hosted 2 community Grief Gatherings at Lowestoft Library with support from St Elizabeth's Hospice as part of our pilot project - these gatherings explore using creativity to express grief and are an alternative to more traditional talking therapies
- Co-hosted 3 community Grief Gatherings with Face Front Inclusive Theatre and Mind as part of our pilot project
- Made partnerships with the National Institute of Mental Health at Nottingham University and Mind to explore the effects and benefits of the Grief Gatherings



From our Artistic Director:

I think it is important to acknowledge that it has been a hard year. Both the arts sector and the charitable sector are struggling and are stuck right in the middle of both! It's been a year of needing to be inventive and make magic out of very limited resources but I believe talking about it can help bring us, small charity leaders, together. At a time when much of the world seems to be pit against each other for this reason or that, it's absolutely imperative that we find connection, support and lift each other up - a year of challenges has only fuelled our belief in what we do and the desperate need for it amongst the chaos. It was joyous to collate this report and feel the chance to flip the narrative to reflect on all we have achieved and all the amazing people we have met this year. It's all the people on the ground and in the trenches keeping communities thriving - let's keep going! Even with limited resources we can still do this:

95% felt supported and safe
83% felt physically or mentally stronger
87% felt inspired
91% felt more creative
83% felt empowered



We are so proud to have delivered our Grief Gatherings pilot project and while taking images in such an intimate space didn't feel right - we had an artist sketch the gorgeous images below. They capture the calm, reflective and connected spaces we intend to create and hold moving forward.



What people are saying...



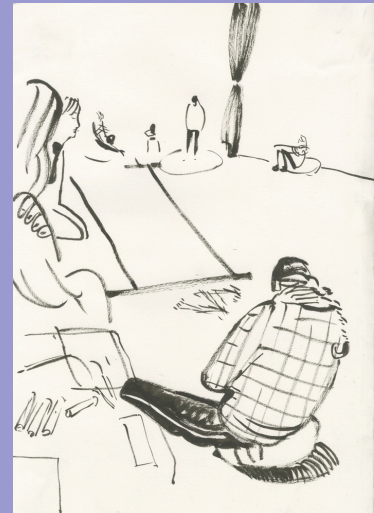
About the youth company

“I noticed at the most recent show how much they’d improved as a dancer! It’s really helped them to have Thrive as a place where they feel safe and seen - so thank you for creating and holding that space” - Lisa, youth company member parent

“Thrive’s Youth Company always felt very special in the dance world and it gave me so much confidence as a teenager! It was honestly one of the best things I was ever a part of” - Lilli, former youth company member

About the community Grief Gatherings

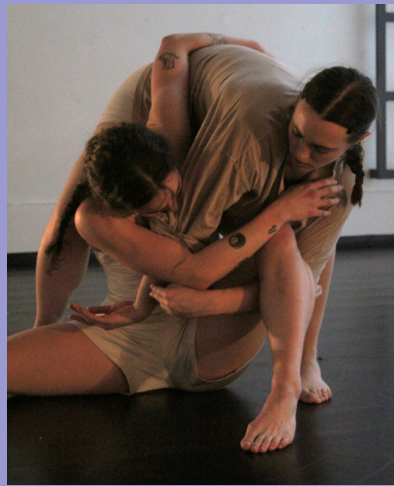
“The community gathering was so gobsmackingly generous and kind. The detail involved was so carefully and skilfully presented. Each activity was incredible and so healing. Thank you from the bottom of my heart. This work is so valuable” -Willow Nash, Gathering Participant/Celebrant/Actress



From the grieving artists focus group

“The work gave a feeling that it’s okay to meet grief as a child; as a child we can use our playful creativity and our imagination. I was able to let the inner child and the grief meet to breathe, play, discover and explore - with the heart open in this way it helped pain feel more able to move and flow” - Anna Dunlop, Movement Artist

From the movement artists doing research and development



“It’s been so lovely to have a shared experience and to hold the space together - having such a generous and supportive space makes you want to give a little more each day and feel safe to do so which is really special.” - Lucy, grieving movement artist and collaborator

“I don’t think I have given myself time and energy to know my self better in the context of grief and this process has allowed me to dive into that more. I have found out more about my own grief within my moving body and it’s helping me to keep finding new things I didn’t know before. This process will follow me outside the space because the work doesn’t just exist as part of the movement practise but something I’ll carry everyday.” - Grace, grieving movement artist and collaborator

THANK YOU

Space Clarence Mews



We would like to say a huge thank you to all the organisations that have supported us this year - without their support nothing we aim to achieve would be possible!



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What's Next?

Grief Gatherings - Digital Resource

After spending the last year travelling the country meeting grieving people as part of our Grief Gatherings Project, we have learned there is a deep need for more access to grief support. Grief seems to be universal yet incredibly isolating - participants seem to be craving connection but exist in a society that doesn't know how to approach let alone support them.

To try to address this need, we are collaborating with No Class to translate our community Grief Gatherings into a digital resource that means people can access it from anywhere.

Choreography Collaboration with Channing School

We are partnering with the Channing School in Highgate London to pilot a new choreographic initiative. We will offer a workshop at the school once a half term exploring themes around connecting to nature and climate activism (inspired by our work Unfurled). We will then leave a resource pack with tasks and information for the students to use between sessions aiming to stimulate and inspire. The students will use the resources to work together and choreograph sections of a piece for performance. We will then return to help them organise and put together the work they have made into a performance.

A truly collaborative process - a space where everyone is equal and respected within the creative process and the young women are empowered to celebrate their uniqueness and share their ideas and opinions.

With support from:



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Financial Report

Receipts and payment accounts 01/09/2024 - 31/08/2025

	<u>Total</u>
Income	
Fees charged	280.00
Grants	38,667.00
Ticket sales	1,107.30
Workshops and teaching	13,583.03
Total Income	53,637.33
Expenses	
Administrative support	325.00
Artistic director / choreographic work	4,208.31
Artists and collaborators	625.00
Costumes and props	674.96
Dancers	4,211.00
Director Org Dev	2,090.00
Marketing	634.54
Producers	1,535.00
Purchases	-
Studio hire	4,551.00
Teaching fees	7,420.62
Travel	220.06
Youth company	324.00
Charity development	3,363.64
Total expenses	30,183.13
Cash increase in year	23,454.20
Brought forward free funds 01/09/2024	16,362.77
Closing bank balance 31/08/2025	39,816.97
Funds in bank made up of	
Lottery grant	9,457.61
Youth Company advance fees	4,124.00
Free reserves	26,235.36
	39,816.97

Independent examiner's report on the accounts

I report to the trustees of Thrive Dance CIO on the accounts for the year ended 31/08/2025.

Charity number 1167591

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/08/2025.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act. I have completed the examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the charities act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



J Webster 01/12/2025

Street Rowlands Webster

Austin House 43 Poole Road, Bournemouth BH4 9DN

Document Activity Report

Document Sent

Wed, 17 Dec 2025 11:03:00 GMT

Document Activity History

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Activity

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THRIVE DANCE

England & Wales - Charity number 1167591

Accounts

TRUSTEES ANNUAL REPORT

Period 01/09/2023 - 31/08/2024

Thrive Dance

Charity Number 1167591

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Community

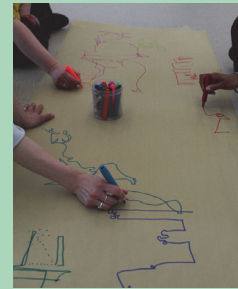
We host gatherings and co-create performances with people in our communities. We bring people together to connect them with each other as well as to local initiatives that help stimulate conversation and change

Artist Development

We help artists to develop their own work by offering mentoring. We also produce arts festivals that bring together young dancers and artists to perform, collaborate, and learn from each other

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We host weekly classes, intensive workshops and festivals that support and inspire young people. They co-create performances which speak to their experiences as well as supporting their personal, creative and physical development



Charitable Aims & Outcomes

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- To bring people together to develop collaborative initiatives that build links across communities within and beyond our work.

Nigel Thorne
Trustee

Zara Rush
Trustee

Parbati Chaudhury
Trustee

Sarah Poekert
Artistic Director

Impact

This year we have...

Performance

- Performed 3 dance work co-created with 100 participants - we've brought these performances across the UK to both cultural hubs and disadvantaged areas including Bristol, Derby, Lowestoft, London and Milton Keynes
- Worked with groups of disadvantaged youth in Bristol and Milton Keynes to co-create performances they presented alongside our professional dancers.
- Performed co-created work with socially relevant themes that are reflective of our community's views (including climate change, female empowerment and what home means to different people)

Youth Company

- Co-created & collaborated with over 40 young people to make 4 new dance works which reflect their ideas, opinions and creativity
- Engaged over 40 young people across our weekly youth company classes (including teaching dance technique, building teamwork, creativity and self-confidence, given access to individual mentoring and attended live professional performances.
- Expanded diversity in our teaching to include classes in Kathak (traditional Indian dance) and Urban Street Styles

Artist Development

- Supported over 100 young people from diverse backgrounds to attend our Youth Dance Festival in partnership with Middlesex University (including performances, workshops, networking and a chance to learn more about higher education opportunities in the arts)
- Mentored Thrive Youth Company Alumni to develop their creative voices and present their work at the Youth Festival
- Supported Youth Company members to be accepted into their first choice universities (including Northern School for Contemporary Dance and Chichester University)
- Mentored Thrive Youth Company Alumni to develop their teaching practice and become our newest youth company leader

Community

- Donated 8 tonnes of soil used in performances to earth friendly and sustainable charities across the UK (including Men's Shed, Fishermead Community Centre, Dame Alice Park Project and Down to Earth Derby)
- Offered 8 free dance workshops to schools in disadvantaged areas of London (Enfield and Islington)
- Hosted movement workshop exploring climate change to connect people to local climate initiatives (Men's Shed in Lowestoft and Down to Earth in Derby)



95% of people working with Thrive report being significantly more confident
93% report feeling substantially more creative
90% felt extremely empowered
96% felt physically and mentally stronger
100% felt safe, welcomed and supported when working with Thrive

Case studies

Pookie Watson



Pookie danced in our Youth Dance Company for 3 years and, with our support, went on to gain a BA(Hons) in Dance from London Contemporary School of Dance. They have now returned as an apprentice and are receiving mentoring in dance teaching practise and training in how to co-create works with community groups. With our support, they have guided our youth company this year and helped them to make performances which have been presented at The Place and the Museum of the Home.

Pookie reports feeling significantly more confident and empowered as result of their work with Thrive.

Rosie Copp



Rosie danced in the Youth Dance Company for 5 years and went on to study at Trinity Laban Conservatory where she gained BA(hons) in Dance Studies. She then went on to become our professional company's Graduate Apprentice where she received mentoring in dance and teaching practice as well as practical career advice. She was then accepted into Map Dance at Chichester University gaining her an MA in Dance Performance. Last February she auditioned for and was invited to join our professional company as a dancer. We have also supported Rosie to undergo training to become our social media consultant as well giving her continued mentoring to develop her own choreographic work (including supporting her to present a photography installation at our youth festival this past June).

What people are saying...

“Thrive has such a wonderful youth company that really develops young people in confidence and resilience as well as developing dance technique” – Sheron, youth company parent

“What you do for young people is so important at a crucial stage in their lives - encouraging them to think of their bodies in a positive, confident way; helping them to be expressive and strong and unafraid. It's not to be underestimated, and you deserve to feel proud of the effect you have on them" -Rebecca, youth company parent

“The gathering had such powerful feeling of support from being in a space where you know everyone has a shared experience – it brings a deep collective understanding and connection” - Zara, community gathering participant

“I really enjoyed the feeling of being part of the show, I have not experienced this elsewhere and it feels so unique and important. It was thought-provoking and beautifully crafted”
- Kate, audience member

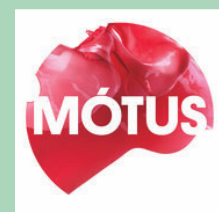
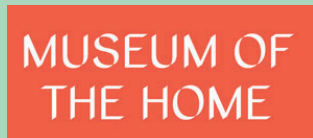
Space Clarence Mews

THANK YOU

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We would like to say a huge thank you to funders and organisations that have supported us this year. Without their support none of this would be possible!



What's Next?

From our Artistic Director:

Thrive's work has always had a commitment to exploring socially relevant themes that people can relate to. We work with the belief that it is imperative that we support every citizen of the world to be creative, open & curious; to amplify our lived experiences to empower people to have conversations, make change and share knowledge. We do this through a teaching and creative practise which weaves together physical and creative learning, immersive performance, confidence building and an exploration of issues that affect and matter to people and culture today.

Thrive has a very circular way of working which aims to deeply consider each person's wellbeing and journey. Once you join us, you are family. Each person has access and involvement in each strand or our work and everything is co-created. All our performances are accompanied by community gatherings, post show discussions and/or movement workshops. Each piece is carefully researched and the process opened to members of the public in a unique co-creation process. Everyone is equal and respected within the creative process and participants are empowered to celebrate their uniqueness and share their ideas and opinions. Everything we do is a collaboration with room for play and discussion - everyone is involved in all strands and they all influence one another. We can't wait to reach new communities and connect more people next year!

Grief Gatherings

We are in the tender stages of our new project, Letting Go While Holding On. This project explores grief, following the passing of our Artistic Director Sarah's own mother. We will be sharing our creative process and connecting with other grieving people in a series of sharings and gatherings this Autumn. They will be a place for community connection and exploring playful creativity as a way to express grief. They also aim to connect people with local bereavement support. You can find more information about this upcoming project on our [website](#).

Grief Gatherings will be supported by:



Climate Initiatives for Primary School Children

We are partnering with Ludlow Assembly Rooms to offer workshops for primary school children and their grown ups to look at climate change. We will lead dance and movement exercises that explore the environment and how our bodies are connected to nature. They will delve into the world of plants and fungi and use dance to investigate how they communicate with each other through their roots by sending electrical signals. The workshop takes a fun and hopeful approach to an introduction to speaking to children about climate change. Both children and their grown-ups will discover different ways to express themselves through dance and work together on creative tasks.

Receipts and payment accounts 01/09/2023 - 31/08/2024

Expenditure	Amount	
Artists/Collaborators/People		
Artistic Directors Organisational Development and Admin Duties (Sarah Poekert)	7950.00	
Artistic Directors Choreographic Work and Project Management (Sarah Poekert)	4040.00	
Administrative Support and Project Manager (Julie Havelund-Willett)	4875.00	
Artists and Dancers for Community Outreach Delivery/Performances (Rosie Copp, Amy Foskett, Georgia Fletc	10012.00	
Producing Support (Lou Roger and Pip Sayers)	1500.00	
Trauma Support for Grief Gathering Development (Mina Aidoo)	500.00	28877.00
Travel Costs for Project Delivery (Travel, Accomodation, Per Diems)		
Travel	960.37	
Accomodation	1076.15	
Per Diems	821.50	2858.02
Marketing		
Marketing and Social Medis Support and Training	1551.63	
Marketing Materials (Design, Production Distribution and Social Media Promotion)	1050.22	
Vistaprint Flyer Order	31.39	2633.24
Charity Development		
Quickbooks (Set up, Training and x1 year Subscription)	577.80	
Insurance	503.02	
Company Emails	133.24	
Fundraising Consultant and Application Submission	1980.00	
Studio Hire	3056.00	
Materials (Costumes/Props/Office Supplies)	741.26	6991.32
Youth Company		
Safeguarding Training for Youth Company Teachers	136.00	
Youth Company Performance Trip Tickets	220.00	
The Place CAT Student Membership	650.00	
Tshirt Fundraiser	411.37	
Teaching Fees for Youth Company + Performance Trip Chaperones (Sarah Poekert and Pookie Watson)	7100.00	
Youth Festival (Teachers, Photographer, Theatre, Materials, Stage Managers)	980.32	
Youth Company Other (Performance Platform Fees, Student Per Diems for Museum of the Home Performanc	241.85	
Youth Company Performance Trip Tickets 2024/2025	240.00	9979.54
	TOTAL	51339.12
Income		
Performances + Community Outreach Activities		
DEDA and Derby University	1150.00	
Motus Community Centre Performance + Community Cast Workshops	3350.00	
Museum of the Home (Spring)	650.00	
Bristol Museum Performance + Work with Rise Youth Dance Company	1650.00	
Museum of the Home (Summer)	200.00	7000.00
Ticket Sales		
East Point Pavilion Performance (solo/duet) + Workshop at Lowestoft Library	160.00	160.00
Grants		
Arts Council 1	27000.00	
Arts Council 2	3000.00	
Magic Little Grant	500.00	
National Lottery	9489.00	39989.00
Youth Company		
Student Fees Term 1	4120.01	
Tshirt Fundraiser	645.80	
Student Fees Term 2	3770.00	
Student Fees Term 3	3270.00	
Youth Festival Ticket Sales	1345.36	
Youth Festival Participation Fees	180.00	
Youth Festival Profit	350.00	13681.17
Student Fees Towards Term 1 (24/25 in advance)	4124.00	4124.00
	TOTAL	64954.17
	Cash increase in year in year	13615.05
	Brought forward free funds 01/09/23	2747.72
	Closing bank balance 31/08/2024	16362.77

Statement of Assets and Liabilities

Funds brought forward 1/9/2023	2,747.72
Increase in cash during year	13,615.05
Balance in bank at 31/08/2024	<u>16,362.77</u>
Bank balance consists of	
Lottery grant	9,457.61
Youth Company advance fees	4,124.00
Free reserves	<u>2,781.16</u>
	<u>16,362.77</u>

Independent examiner's report on the accounts

Report to the trustees of Thrive Dance CIO on the accounts for the year ended 31/08/2024.

Charity number 1167591

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- the accounts did not accord with the accounting records; or

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



J Webster
29/10/2024

THRIVE DANCE

England & Wales - Charity number 1167591

Accounts



Annual Report Meeting of the Thrive Dance Trustees
Thrive Dance Annual Report 7th April 2022 – 31st August 2023
Minutes of ALL meetings of the Thrive Dance Trustees

Date of Meeting: 13th July 2022

Attendees:

Sarah Poekert, Trustee, Chair
Nigel Thorne, Trustee

Apologies:

Zara Rush, Trustee

Minutes of the Last Meeting:

Sarah Poekert to wait outside while wages for Term 3 teaching is discussed:

- Teaching wage for Term 3 will remain at £50 per hour.
- Sarah will also be paid £140 for two workshops/mentoring sessions delivered at Heartlands High School.
- Sarah will also be paid £100 for admin work spread over the term related to the producing of the Thrive Youth Dance Festival.

Sarah to return to meeting – she has agreed to these terms.

- Risk Assessment has been reevaluated. Safety measures to be implemented with guidance from government regulations –no one is required to wear masks or sanitize their hands but sanitizer will be provided. Students and teachers are asked to stay at home if they have symptoms of have been exposed to the virus until they have a negative test result.
- Confirmed with Millfield Theatre that previous deal remains, and our youth festival will take place on 25th June 2022. Teachers are confirmed for workshops and Thrive alumni confirmed for stage assistants.
- Sarah to circulate call out for groups who wish to perform at the festival with the deadline being just after Easter holidays and chosen groups being notified the following week.
- Weekend intensive will be led by dancer Amy Foskett on 11th/12th June at Islington Arts Factory. Charity to pay £325 for the workshop with students performing at the Thrive Festival.
- Audition marketing to be prepared by Sarah and circulated before May half term. Free workshops in schools also to be offered to local schools in order to promote the company.

Agenda Item:

- Sarah Poekert's wages for teaching to be determined at next meeting once enrollment has been confirmed.
- Sarah liaising with Kyle Blackwood at Millfield Theatre to book date for next year's youth festival.



- Auditions took place on 11th July and offers have been given to students for next year.
- Continuing work with Vicky Evans at The Place to solidify joint offer between Thrive Youth and CAT. Students who do both to receive £30 discount = £170 per term for our classes + £130 per term for the CAT (total £300 per term).
- Sarah arranged meeting at Fourth Monkey Studio for September to see if we will move the youth company to that space after October half term.
- Sarah to follow up with Arts Depot with regards to Playground event in September as well as continuing to pursue funding options for graduate mentoring scheme.
- Continued communication with universities and youth companies across the country to book special workshops for next year (see contacts spreadsheet).

Date of Next Meeting: 12th September 2022

The meeting closed at 4:30pm

Minutes Approved:

S Poekert / N Thorne 09/07/2022

Date of Meeting: 12th September 2022

Attendees:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Zara Rush, Trustee

Agenda Item:

Sarah Poekert to wait outside while wages are discussed:

- Teaching wage for Term 1 will be £60 per hour
- £200 for delivery of a workshop for MA Students at Deda in Derby + a planning meeting with venue producer/lecturer about future collaborations
- £144 for admin work spread over the term = 1 hour per week x 12 weeks @ £12 per hour
- £120 to chaperone the youth company performance trip to The Place Theatre

Sarah to return to meeting – she has agreed to these terms.

- Confirmed with RichMix Theatre that our youth festival will take place on 24th June 2022. Sarah to begin work on producing and organizing the festival in January 2023.
- Continuing work with Vicky Evans at The Place to solidify joint offer between Thrive Youth and CAT. Students who do both to receive £30 discount = £170 per term for our classes + £130 per term for the CAT (total £300 per term). We currently have 4 students enrolled on this deal + 1 student doing the full CAT and Thrive.
- We are confirmed moving to a new, bigger studio at Fourth Monkey from Monday 7th November. Hire rate is £15 per hour.
- Sarah to follow up with Arts Depot with regards to Playground event in January as well as continuing to pursue funding options for graduate mentoring scheme.



- Confirmed workshop at Deda for Tuesday 15th November where we will deliver a workshop for MA students and have a meeting to discuss future opportunities to work together.
- Continued communication with universities and youth companies across the country to book special workshops for next year (see contacts spreadsheet).
- Annual Tshirt Fundraiser is to commence after half term with the aim of placing the order before Christmas.

Date of Next Meeting: Monday 9th January

The meeting closed at 4:30pm

Minutes Approved:

S Poekert / N Thorne 12/09/2022

Date of Meeting: 21st January 2023

Attendees:

Nigel Thorne, Trustee, Chair

Zara Rush, Trustee

Apologies:

Sarah Poekert, Trustee,

Agenda Item:

Sarah Poekert wages discussed:

- Teaching wage for Term 2 will remain £60 per hour
- £144 for admin work spread over the term = 1 hour per week x 12 weeks @ £12 per hour
- £175 to chaperone the youth company to perform at The Place on 11th Feb and at PDSW on 18th March

Sarah will be contacted after this meeting to check she agrees with these terms.

- Sarah to begin work on producing and organizing the youth festival to take place at RichMix in June 2023. Materials to be distributed after Easter holidays.
- Continuing work with Vicky Evans at The Place to solidify joint offer between Thrive Youth and CAT. Currently have 3 students taking part in the crossover. To catch up with Vicky in April to plan the new year.
- We are confirmed to stay at Fourth Monkey Studios – classes in the space are going well.
- Continued communication with show venues, universities and youth companies across the country to book special workshops and shows for next year (see contacts spreadsheet and notes from meetings with producer Julie).
- Students to attend Origins performance in Bournemouth using funds from Magic Little Grant we received to cover travel.

Date of Next Meeting: Monday 17th April 2023

The meeting closed at 4:30pm



Minutes Approved:

S Poekert / N Thorne 21/01/2023

Date of Meeting: 17th April 2023

Attendees:

Nigel Thorne, Trustee, Chair

Zara Rush, Trustee

Sarah Poekert, Trustee,

Agenda Item:

Sarah Poekert to wait to enter meeting as this terms wages are discussed:

- Teaching wage for Term 3 will be reduced to £51 per hour (due to some students dropping out for the final term)
- £72.00 for admin work spread over the term = 1 hour per week x 6 weeks @ £12 per hour

Sarah has joined the meeting and has agreed with these terms.

- Materials for the youth company festival have been distributed with the deadline to apply set for 25th April. Sarah will review the applications and liaise with groups to be invited to perform. Sarah is also taking the lead in producing the event with her contact Martha Rumney at RichMix.
- Audition dates for next year will be on 3rd and 10th July – Sarah to begin gathering materials and will be release them on 26th April. She will also contact schools to offer free workshops for students interested in auditioning – these will take place after May half term up until the auditions.
- Meeting scheduled with Vicky Evans at The Place to solidify joint offer between Thrive Youth and CAT ahead of distributing marketing materials for auditions.
- We are confirmed to stay at Fourth Monkey Studios as well as continuing there from Sept 2023 until July 2024 – classes in the space are going well.
- Continued communication with show venues, universities and youth companies across the country to book special workshops and shows for next year (see contacts spreadsheet and notes from meetings with producer Julie). Discussions with new producer Lou Rogers and Pip Sayers to submit more funding applications are in process with the aim to support further performance, education outreach, improved accessibility and business management/development over the coming year.
- Another Magic Little Grant has been applied for to also support work mentioned above.
- Sarah has been in contact with schools in Enfield in the hopes of starting some after school clubs and offering some scholarship places to the youth company from students from this area which has been identified as a levelling up area by Arts Council England.

Date of Next Meeting: Tuesday 11th July 2023

The meeting closed at 12:15pm

Minutes Approved:

S Poekert / N Thorne 17/04/2023



Date of Meeting: 11th July 2023

Attendees:

Nigel Thorne, Trustee, Chair
Zara Rush, Trustee
Sarah Poekert, Trustee

Agenda Item:

- We had a very successful 2023 festival at RichMix but unfortunately they can't host us again next year. Sarah has been in contact with other venues to try to find another location for the 2024 festival (Bernie Grant Arts Centre, Chickenshed, Middlesex Uni, Kingston Uni, Arts Depot and The Place).
- Audition outcomes have been sent out – we are offering places for a Junior and Senior company this year. Our graduate apprentice Rosie Copp is to lead the Junior Company while Sarah leads the Senior Company.
- Fees for this time teaching TBC once group numbers are confirmed. This will be discussed further in September meeting.
- We are confirmed to stay at Fourth Monkey Studios as well as continuing there from Sept 2023 until July 2024 – classes in the space are going well. We have added space in the Attic Studio for the Junior Company.
- Continued communication with show venues, universities and youth companies across the country to book special workshops and shows for next year (see contacts spreadsheet and notes from meetings with producer Julie).
- Arts Council funding has been secured to expand the charity's work – we are doing more performances and workshops across the country as well supporting more accessibility and diversity amongst students, staff and trustees. We will also undergo organization development by working with new marketing and financial advisors. More on these exact plans to materialize over the summer and be implemented in the new academic year starting in September.
- Another Magic Little Grant has been secured to support the starting of an after school club in an Enfield school. Sarah to be in touch with Winchmore school by the end of the year.

Date of Next Meeting: Monday 11th September 2023

The meeting closed at 21:00

Minutes Approved:

S Poekert / N Thorne 11/07/2023

Thrive Dance Charity 1167591

<u>Month</u>	Expense Category	Expense Net	Income Category	Income Net
Business				
Summer Period April - Aug 2022	Teacher Fees - Weekly Teaching	£1,000.00	Student Fees - Weekly Classes	£1,400.00
Term 3	Teacher Fees - Half Term Workshop	£315.00	Student Fees - Half Term Workshop	£425.00
	Teacher Fees - Heartlands High School	£140.00	Heartlands High School Workshops	£140.00
	Hall/Studio Hire	£476.00	Millfield Theatre Show Fee	£500.00
	Youth Festival Staff	£610.00	Youth Festival Participation Fees	£210.00
	Youth Festival Flyers	£50.29		
	TOTAL Summer Period	£2,591.29		£2,675.00
Autumn Period Sept - Dec 2022	Performance Trip + Workshop with Company	£330.00	Student Fees	£3,203.00
Term 1	Performance Trip Chaperone	£120.00		
	Hall/Studio Hire	£300.00		
	The Place CAT Student Fees x4 students	£520.00		
	Teacher Fees - Weekly Teaching	£1,405.00		
	Teacher Fees - Workshop + Travel to Derby Uni	£250.99		
	Weekly Admin Support	£219.00		
	Deficent Brought Forward from Summer Period	£126.29		
	TOTAL Autumn Period	£3,271.28		£3,203.00
Winter Period Jan - Apr 2023	Teacher Fees - Weekly Teaching	£1,320.00	Student Fees	£2,370.00
Term 2	Admin Assisstant	£344.00	Tshirt Fundraiser	£227.30
	Performance Day Chaperone	£175.00	Derby Class Payment	£150.00
	Hall/Studio Hire	£330.00	Magic Little Grant	£500.00
	Tshirt Order	£212.40		
	The Place CAT Student Fees x2 students	£260.00		

Thrive Dance Charity 1167591

	Travel for youth company to Bournemouth	£461.73		
	The Place Platform Participation Fee	£35.00		
	Deficit Brought Forward from Autumn Period	£68.28		
	TOTAL Winter Period	£3,206.41		£3,247.30
Summer Period April - Aug 2023	Teacher Fees - Weekly Teaching	£1,224.00	Student Fees - Weekly Classes	£1,870.00
Term 3	Admin Assistant - Social Media Support	£74.00	Youth Festival Ticket Sales	£1,056.00
	The Place CAT Student Fees x2 students	£260.00	Youth Festival Participation Fees	£210.00
	Hall/Studio Hire	£360.00	Profit brought forward from Winter Period	£40.89
	Youth Festival Staff	£510.00		
	Youth Festival Flyers	£42.86		
	Youth Festival Theatre Hire (including technician)	£540.00		
	TOTAL Summer Period	£3,010.86		£3,176.89
				£166.03
	TOTAL Expenses	£12,079.84	TOTAL Income	£12,302.19

*All profit brought forward and reinvested in next academic year's activities

THRIVE DANCE

England & Wales - Charity number 1167591

Accounts



Annual Report Meeting of the Thrive Dance Trustees
Thrive Dance Annual Report April 21 - Apr 22
Minutes of ALL meetings of the Thrive Dance Trustees

Date of Meeting: 15th July 2021

Attendees via phone:

Sarah Poekert, Trustee, Chair
Nigel Thorne, Trustee

Apologies:

Zara Rush, Trustee

Minutes of the Last Meeting:

- Sarah has been on contact with Finchley Catholic High School who have offered for us to return from after May half term. We have opted to stay at Shaftsbury Hall and return to FCHS from September.
- We will resume in person classes at Shaftsbury Hall for Term 3 as things reopen after the lockdown. Sarah to return after Maternity Leave and teach these classes. Megan will teach the first 2.5 weeks back with Sarah returning on 6th May.

Sarah Poekert to wait outside while wages for Term 3 teaching is discussed:

- Sarah's wages for 10 weeks of teaching is £31.00 per hour

Sarah to return to meeting – she has agreed to a reduced amount of pay to allow the group to continue with lower numbers due to Covid. Wages to be renegotiated for September with the hopes that numbers will be higher so the wage can go back to its usual amount.

- Risk Assessment has been reevaluated and will continue to be on a regular basis thereafter. Safety measures to be implemented with guidance from One Dance UK and government regulations.
- No further updates from Blue Elephant Theatre, Motus Dance, the V&A and LEAP Festival besides all want to continue communication to make plans for 2021.
- Thrive Youth Festival has been cancelled again this year due to Covid and Millfield Theatre has been notified. Marc Day informed us that the theatre is changing hands – we are to keep in touch in order to book a date and negotiate a deal for next year.
- Auditions for youth company are set for 5th and 9th July with possible days for overflow on 12th and 15th July. Local schools have been contacted and promotional workshops arranged for Fortismere, Alexandra Park School, Hornsey School for Girls and Heartlands. Additionally, flyers have been posted to Friern Barnet School and Archer Academy. Sarah to continue marketing for auditions in a big push to get more students next year.
- We will host a small sharing for the students to share their work on 28th June and 1st July. Each student will be allowed 2 guests to allow for safe set up and distancing.



- We will offer 5 weeks of workshops at Heartlands High School for Year 7/8 students. These workshops will be led by Laura Dredger and overseen by Sarah. These are a trial for working with the school again in September.

Agenda Item:

- We have decided to remain at Shaftesbury Hall in September for our next academic year. Sarah has been in contact with Finchley Catholic High School as well as Shaftesbury Hall to make all necessary arrangements.
- Sarah's wages for next academic year to be discussed and determined at next meeting when sign ups are complete and we have a better idea of student number.
- Risk Assessment to be reevaluated in September before starting classes again. Safety measures to be implemented with guidance from One Dance UK and government regulations.
- No further updates from Blue Elephant Theatre, Motus Dance, the V&A and LEAP Festival besides all want to continue communication to make plans for 2021.
- Sarah and dancers to take part in residency and development time at Chisenhale Dance Space the first week in September.
- Marc Day informed us that the theatre is changing hands – we have penciled in 25th June 2022 for next year's Youth Festival but we are to keep in touch in order to negotiate the terms of this booking.
- Auditions for youth company have been extended to include one more day for those who couldn't make it in July – this will take place on Thursday 16th September. Sarah to notify schools in September to see if there are any additional sign ups.
- Sarah to contact Heartlands High School in September to see if they wish to offer more workshops for their Year 8 students.

Date of Next Meeting: 7th September 2021

The meeting closed at 11:30am

Minutes Approved:

S Poekert / N Thorne 15.07.21

Date of Meeting: 7th October 2021

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Apologies:

Zara Rush, Trustee

Agenda Item:

Sarah Poekert to wait outside while wages for Term 1 teaching is discussed:

- Sarah's wages for 12 weeks of teaching is £42.00 per hour



Sarah to return to meeting – she has agreed to the amount of pay. Wages to be renegotiated at the end of the term.

- Risk Assessment has been reevaluated. Safety measures to be implemented with guidance from One Dance UK and government regulations – students to sanitize hands upon entering class and wear masks when doing partnering work (otherwise no masks required). Teachers to wear mask at their own discretion.
- Sarah has been in contact with Motus Dance who has arranged a site visit to Milton Keynes for possible work in 2022.
- No further updates from Blue Elephant Theatre, the V&A and LEAP Festival besides all want to continue communication to make plans for 2022.
- Sarah has been in contact with Millfield Theatre and confirmed 25th June 2022 for next year's Youth Festival and they will honor the deal from past years (£500 guarantee plus access to café and outdoor green for workshops).
- Auditions for youth company have been extended until half term. Sarah to organize with individual students as they get in contact.
- Tshirt Fundraiser to take place this term – Sarah to liase with Banana Clothing and distribute options to students.
- We will take the youth dancers to see Scottish Dance Theatre at The Place on 25th November and arrange a workshop with Far From the Norm company.
- It has been decided that we need some financial support to aid in our recovery post Covid. We have decided to apply for Magic Little Grants to support our performance trip this term and to National Lottery to further support Term 2 and 3 running costs.

Date of Next Meeting: 13th December 2021

The meeting closed at 12:30pm

Minutes Approved:

S Poekert / N Thorne 07/10/21

Date of Meeting: 13th December 2021

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Zara Rush, Trustee

Agenda Item:

Sarah Poekert to wait outside while wages for Term 1 teaching is discussed:

- Due to reduced numbers and rebuilding the charity post Covid, Sarah's wages for Term 1 needed to be reduced from what was originally agreed to £40 per hour. Sarah's wages for Term 2 to be reevaluated in January once numbers for Term 2 have been confirmed.

Sarah to return to meeting – she has agreed to these terms.



- Risk Assessment has been reevaluated. Safety measures to be implemented with guidance from government regulations – students to sanitize hands upon entering class and wear masks again throughout class unless exempt. This to be implemented starting in Term 2 and will be reevaluated each half term as new guidance is released. Teachers also required to wear mask.
- Sarah has been in contact with Motus Dance and will be paid for 1/2 day of meetings on 26th November. Sarah to remain in contact and organize collaborations to take place in 2022.
- Due to lower number the choice has been made to combine classes and offer just a Monday evening youth company for the remainder of this academic year. Sarah has notified Shaftesbury Hall and hopes to resume the Thursday session after auditions in July.
- Sarah to lead on an application to the Idlewild Trust to pilot a training and mentoring scheme for new graduates possibly running from May-Nov 2022.
- Sarah to speak with Carole Edrich with regards to possible collaboration for new graduate scheme/performing opportunities for group in Belgium in 2022. Meeting to be set up for early 2022.
- Confirmed that we will continue working and rehearsing at Space Clarence Mews with Caroline Salem in 2022 and the youth company will continue to meet at Shaftesbury Hall.

Date of Next Meeting: 24th January 2022

The meeting closed at 1:30pm

Minutes Approved:

S Poekert / N Thorne 13/12/2021

Date of Meeting: 24th January 2022

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Zara Rush, Trustee

Agenda Item:

Sarah Poekert to wait outside while wages for Term 2 teaching is discussed:

- Now with one, normal sized group Sarah's wages can return to a more reasonable pre Covid amount of £50 per hour for teaching in Term 2.
- Sarah will also be paid x2 half days @ £66 per half day for Admin tasks required of the Idlewild application.
- Sarah will also be paid £125 to chaperone the youth company to perform at The Place as part of their youth dance festival.



Sarah to return to meeting – she has agreed to these terms.

- Risk Assessment has been reevaluated. Safety measures to be implemented with guidance from government regulations – students to sanitize hands upon entering class but can no longer be required to wear masks. Teachers and students can wear masks at their own discretion. Students and teachers are asked to stay at home if they have symptoms of have been exposed to the virus until they have a negative test result.
- We will remain in contact with Helen at Motus Dance to organize collaborations to take place in 2022.
- The youth company are to perform at The Place's youth festival in March 2022 and Sarah will accompany the students to this opportunity.
- Sarah to lead on an application to the Idlewild Trust to pilot a training and mentoring scheme for new graduates possibly running from June-Nov 2022 – she has been in contact with Blue Elephant Theatre as possible partners.
- Sarah to speak with Carole Edrich with regards to possible collaboration for new graduate scheme/performing opportunities for group in Belgium in 2022. Meeting still to be arranged.
- Confirmed with Millfield Theatre that previous deal remains, and our youth festival will take place on 25th June 2022.
- Have begun plans for a youth company intensive in May/June 2022 – have spoken to Nadia at Shaftesbury Hall to confirm availability and have penciled in dancer Amy Foskett to lead. Marketing to begin for this shortly.

Date of Next Meeting: 4th April 2022

The meeting closed at 3:30pm

Minutes Approved:

S Poekert / N Thorne 24/01/2022

Date of Meeting: 4th April 2022

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Zara Rush, Trustee

Agenda Item:

Sarah Poekert to wait outside while wages for Term 3 teaching is discussed:

- Teaching wage for Term 3 will remain at £50 per hour.
- Sarah will also be paid £140 for two workshops/mentoring sessions delivered at Heartlands High School.



- Sarah will also be paid £100 for admin work spread over the term related to the producing of the Thrive Youth Dance Festival.

Sarah to return to meeting – she has agreed to these terms.

- Risk Assessment has been reevaluated. Safety measures to be implemented with guidance from government regulations –no one is required to wear masks or sanitize their hands but sanitizer will be provided. Students and teachers are asked to stay at home if they have symptoms of have been exposed to the virus until they have a negative test result.
- Confirmed with Millfield Theatre that previous deal remains, and our youth festival will take place on 25th June 2022. Teachers are confirmed for workshops and Thrive alumni confirmed for stage assistants.
- Sarah to circulate call out for groups who wish to perform at the festival with the deadline being just after Easter holidays and chosen groups being notified the following week.
- Weekend intensive will be led by dancer Amy Foskett on 11th/12th June at Islington Arts Factory. Charity to pay £325 for the workshop with students performing at the Thrive Festival.
- Audition marketing to be prepared by Sarah and circulated before May half term. Free workshops in schools also to be offered to local schools in order to promote the company.

Date of Next Meeting: 9th July 2022
The meeting closed at 11:30am

Minutes Approved:
S Poekert / N Thorne 04/04/2022

<u>Month</u>	Expense Category	Expense Net	Income Category	Income Net
Business				
Thrive Dance Charity 1167591				
NatWest Account 22618414				
Summer Period April - Aug 2021	Maternity Cover	£252.00	Student Fees - Weekly Classes	£1,800.00
Term 3	Teacher Fees - Weekly Teaching	£1,228.00	Student Fees - Half Term Workshop	£450.00
	Teacher Fees - Half Term Workshop	£250.00	Heartlands High School Workshops	£315.00
	Teacher Fees - Heartlands High School	£290.00	Profit Brought Forward from Last Financial Year	£304.42
	Hall/Studio Hire	£840.00		
	TOTAL Summer Period	£2,860.00		£2,869.42
Autumn Period Sept - Dec 2021	Tshirt Purchase	£194.76	Student Fees	£2,400.00
Term 1	Workshop + Performance Trip Chaperone	£370.00	Magic Little Grant from Localgiving	£500.00
	Teacher Fees - Weekly Teaching	£1,920.00	Tshirt Fundraiser	£202.50
	Hall/Studio Hire	£660.00	Motus Recce Meeting	£147.25
	Artsitic Director Fee - Motus Recce Meeting/Trip	£125.00	Profit Brought Forward from Summer Period	£9.42
	TOTAL Autumn Period	£3,269.76		£3,259.17
WInter Period Jan - Apr 2022	Teacher Fees - Weekly Teaching	£1,100.00	Student Fees	£1,700.00
Term 2	Admin Assisstant	£132.00		
	The Place Performance Day Chaperone	£125.00		
	Hall/Studio Hire	£330.00		
	Deficit Brought Forward from Autumn Period	£10.59		
	TOTAL Winter Period	£1,697.59		
TOTAL Expenses		£7,827.35	TOTAL Income	£7,828.59

*All profit brought forward and reinvested in next academic year's activites

THRIVE DANCE

England & Wales - Charity number 1167591

Accounts



Annual Report Meeting of the Thrive Dance Trustees
Thrive Dance Annual Report April 20 - Apr 21
Minutes of ALL meetings of the Thrive Dance Trustees

Date of Meeting: 27th April 2020

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Zara Rush, Trustee

Minutes of the Last Meeting:

- Trustees to discuss how charity will proceed in relation to COVID-19
- Finchley Catholic High School has suspended hire agreement indefinitely which means we need to cancel at Thrive Youth Dance Company Classes until further notice. Sarah to notify students, parents and post announcement on social media.
- We will work towards offering classes online – with both adult classes and youth classes to continue. Sarah to research and learn to use Zoom. Trustees agree to pay for a Pro Account.
- V&A Late Event has been cancelled – Thrive is to stay in touch with Jenna Mason with regards to proposing another date for the event to take place – either later in the year or in 2021.
- Sarah to update website with new class schedules and information.

Sarah Poekert to step outside while wages for this extra admin are discussed:

- Sarah is to be paid an additional £75 to cover additional admin fees to deal with COVID-19

Sarah to return to meeting – she has agreed to the above proposed wage. All other wages to be renegotiated as news regarding the pandemic unfolds.

- All Trustees to keep in close communication over the next few weeks as events unfold. For the time being we will set monthly meetings to reassess how to move forward.

Agenda Item:

Sarah Poekert to wait outside while wages for online teaching are discussed:

- Sarah is to be paid £60 per hour for Thrive Youth Dance Company classes delivered online with an additional £30 per week for planning and admin required for delivering the sessions.



Sarah to return to meeting – she has agreed to the above proposed wage. All other wages to be renegotiated monthly.

- The company's Arts Council Application will need to be resubmitted as per the Arts Council guidance. All pending applications won't be reviewed. The Trustees have decided to put this endeavor temporarily on hold and will discuss it monthly to decide when is the opportune time to reassess it and move forward.
- After news from Millfield Theatre the Thrive Youth Dance Festival has been cancelled for this year and a date penciled for 2021 (26th June as per correspondence with Marc Day).
- As per the agreements with the freelance staff to run the event, we will be required to pay a 40% cancellation fee for the services they were due to deliver including two workshop leaders, the photographer, the stage assistant and the project manager. This is to be paid after receiving their invoice for cancelled services.
- Following the success of the Thrive Youth Dance Company Classes they will continue for another block of 4 weeks for May. Sarah to notify parents and students.
- All Trustees to keep in close communication over the next few weeks as events unfold. We will meet again at the end of May to assess how to proceed.

Date of Next Meeting: 26th May 2020

The meeting closed at 13.30hrs

Minutes Approved:

S Poekert / N Thorne / Z Rush 27.04.2020

Date of Meeting: 26th May 2020

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Apologies:

Zara Rush, Trustee

Agenda Item:

Sarah Poekert to wait outside while wages for online teaching are discussed:

- Sarah's wages for May classes to remain the same (£60 per hour for Thrive Youth Dance Company classes delivered online with an additional £30 per week for planning and admin required for delivering the sessions).

Sarah to return to meeting – she has agreed. All other wages to be renegotiated monthly.



- The Trustees have decided to continue to hold on the Arts Council Application process and will also continue to discuss it monthly to decide when is the opportune time to reassess it and move forward. In meantime, Sarah to contact Blue Elephant Theatre and Motus Dance with regards to rescheduling Autumn tour dates.
- Following the success of the Thrive Youth Dance Company Classes they will continue for another block of 4 weeks for June. Sarah to notify parents and students.
- All Trustees to keep in close communication over the next few weeks as events unfold. We will meet again at the end of June to assess how to proceed. It is the hope of the Trustees that we will be able to offer classes where students meet outdoors.

Date of Next Meeting: 26th June 2020

The meeting closed at 18:30hrs

Minutes Approved:

S Poekert / N Thorne 26.05.20

Date of Meeting: 23rd June 2020

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Zara Rush, Trustee

Agenda Item:

Sarah Poekert to wait outside while wages for online teaching are discussed:

- Sarah's wages for June classes to remain the same (£60 per hour for Thrive Youth Dance Company classes delivered online). However due to a drop in student numbers this month as well as less admin as the online sessions are up and running the admin fee will decrease to a flat fee of £40 for the month.

Sarah to return to meeting – she has agreed. All other wages to be renegotiated monthly.

- Sarah's has been in contact with Blue Elephant Theatre and Motus Dance both of whom are keen to continue planning for the future as things unfold. Informal phone meeting set up with Motus Dance for this summer. We will keep in contact with both organizations in the coming months.
- Survey has been sent to parents with the hopes of gaining insight into their feelings regarding offering outdoor sessions. Survey results conclude parents would prefer weekly sessions in July (many intend to go away in August), meeting in either Queen's Wood or Alexandra Park and meeting in the early evening.
- Sarah to take the lead in contacting Haringey Council to gain permission for offering sessions in Queen's Wood. Sarah also to contact Alexandra Park Visitor Services to seek permission from them as well. Once permissions has been granted Sarah to notify parents and students and oversee sessions sign ups.



- The trustees hope to offer 4 weeks of sessions outdoors before taking a break in August to plan for September. Sarah to be in contact with Finchley Catholic High School in hopes of getting some clarity as to whether a normal September start will be possible.

Date of Next Meeting: 24th July 2020

The meeting closed at 14:00

Minutes Approved:

S Poekert / N Thorne 23.06.20

Date of Meeting: 20th July 2020

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Apologies

Zara Rush, Trustee

Agenda Item:

Sarah Poekert to wait outside while wages for outdoor teaching are discussed:

- Sarah's wages for July classes will be £75 per workshop (1 hour 45 minutes). The admin fee will remain the same - a flat fee of £40 for the month.

Sarah to return to meeting – she has agreed. Wages for September to be renegotiated at next meeting.

- Sarah's has been in continued contact with Blue Elephant Theatre, Motus Dance and LEAP Festival. All want to continue communication to make plans for 2021. Informal phone meeting set up with Motus Dance for this summer. We will keep in contact with both organizations in the coming months.
- The company will apply for some emergency funding from Arts Council England to support the continued development of our work with our dancers and musician.
- News has been received from Finchley Catholic High School and we have been given permission to restart classes in the studio come September. Students will return in their normal groups for the first 6 weeks. Sarah to take the lead on continuing communications, completing a risk assessment and developing new safety methods of these classes.
- Sarah to contact parents about this course of action and oversee sign ups for September.



- Auditions will take place during week starting 19th October for all students new and old. The year will then 'begin' after October Half Term.
- Audition marketing to be circulated in the first week of September including flyers, emails to schools/contacts and social media campaign.
- Workshops with professional Thrive dancers to be arranged for Autumn 2020 - £360 of the budget put aside to fund this/pay dancers invited to deliver workshops.
- Sarah's maternity leave is being discussed and is planned for Dec 2020 – April 2021. We have asked company dancer Amy Foskett to be cover during this period – contract to be draw up in September following an informal interview and teaching demonstration.

Date of Next Meeting: 1st September

The meeting closed at 11:54

Minutes Approved:

S Poekert / N Thorne 20.07.20

Date of Meeting: 31st August 2020

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Zara Rush, Trustee

Agenda Item:

- Teaching to restart from Monday 7th September with revised schedule – parents and students have been notified. Wednesday group students to be combined with Monday evening. Classes to take place at Shaftesbury Hall while organization for returning to Finchley Catholic High School is determined at a meeting on Wednesday 9th September 12noon.
7th/10th September 5:30 - 7:30pm - Meet outside Finchley Catholic High School gates and walk to park location, class will take place outside, please dress accordingly
14th/17th September 4:45 - 6:45pm [Shaftesbury Hall](#) near Bounds Green Station
21st/24th September 4:45 - 6:45pm [Shaftesbury Hall](#) near Bounds Green Station
28th/1st October September 4:45 - 6:45pm [Shaftesbury Hall](#) near Bounds Green Station
5th/8th October 5:30 - 7:30pm Regular Studio Finchley Catholic High School
12th/15th October 5:30 - 7:30pm Regular Studio Finchley Catholic High School
19th/22nd October 5:30 - 7:30pm - Regular Studio Finchley Catholic - Audition Week
- Sarah's wages for delivery of these session to be determined at next meeting after sign-ups are confirmed.



- Sarah to take the lead on marketing for auditions due to take place w/c 19th October. This will include contacting local school, designing/printing/distributing flyers and social media content.
- Risk Assessment to be completed prior to new classes starting on 7th September. Safety measures to be implemented with guidance from One Dance UK on how to get back into the studio safely.
- Annual Report to be submitted before new year starts.
- Sarah's has been in continued contact with Blue Elephant Theatre, Motus Dance, the V&A and LEAP Festival. All want to continue communication to make plans for 2021. We will keep in contact with both organizations in the coming months.
- Workshops with professional Thrive dancers to be arranged for Autumn 2020 - £360 of the budget put aside to fund this/pay dancers invited to deliver workshops.
- Sarah's maternity leave is being discussed and is planned for Dec 2020 – April 2021. We have compiled a list of possible candidates and will be inviting them to deliver taster sessions to the students in October and will follow up with a phone interview.

Date of Next Meeting: 23rd October

The meeting closed at 14:05

Minutes Approved:

S Poekert / N Thorne 31.08.2020

Date of Meeting: 22nd October 2020

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Zara Rush, Trustee

Agenda Item:

- Teaching during the first half of Term One has been a success – wonderful to see students back in person.
- Due to ongoing discussions with Finchley Catholic High School which are vague and unclear classes have remained at Shaftesbury Hall on Monday and Thursday evenings 4:45-6:45pm and will for the foreseeable future. Sarah to remain in contact with FCCHS in an attempt to gain clarity on a date in which we can return.

Sarah Poekert to wait outside while wages for teaching are discussed now that finances are clearer:

- Sarah's wages for 7 weeks of teaching in the first half of term 1 will be £42 per hour.



Sarah to return to meeting – she has agreed. Wages to be renegotiated at the next meeting for the next half term once sign ups and auditions have taken place.

- Risk Assessment to be reevaluated prior to starting the second half of term and on a regular basis thereafter. Safety measures to be implemented with guidance from One Dance UK and government regulations.
- Annual Report still to be submitted after having technical difficulties on the online portal. Sarah to take the lead and make sure this submitted before next meeting.
- Sarah's has been in continued contact with Blue Elephant Theatre, Motus Dance, the V&A and LEAP Festival. All want to continue communication to make plans for 2021. We will keep in contact with both organizations in the coming months.
- Workshops with professional Thrive dancers took place and £220 was paid. Rehearsals to develop new professional choreography will continue in November.
- 5 maternity candidates were interviewed and are under review to cover Dec 2020 – April 2021. A choice will be made by mid-November and payments/contract issued and reviewed at next meeting.

Date of Next Meeting: 7th December

The meeting closed at 10:05am

Minutes Approved:

S Poekert / N Thorne 22.10.20

Date of Meeting: 7th December 2020

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Zara Rush, Trustee

Agenda Item:

- Unfortunately, due to the November lockdown in person classes were suspended during November and moved back on Zoom. Some students opted out but classes proceeded on Monday evenings with 6 students.
- We have been able to return to Shaftesbury Hall for 3 in person classes as things reopen after the lockdown. We will see the students in person on 3rd, 7th and 10th December to conclude the term. Individual invoices to be drawn up and sent to parents with regards to adjusted fees.
- Sarah has been on contact with Finchley Catholic High School but with times still very unclear we will remain at Shaftesbury Hall for the whole of Term 2 on Monday and Thursday evenings 4:45-6:45pm. Sarah to remain in contact with FCHS in an attempt to gain clarity on a date in which we can return – possibly for Term 3.



Sarah Poekert to wait outside while wages for teaching are discussed now that finances are clearer for the second half of Term 1:

- Sarah's wages for 5 online sessions will be £42.00 per hour
- Sarah's wages for 3 in person sessions will be £42.00 per hour

Sarah to return to meeting – she has agreed. Wages to be renegotiated for Term 3 when Sarah has returned from Maternity Leave. (This will enable a small amount to be carried over to support the running of next term)

- Risk Assessment has been reevaluated and will continue to be on a regular basis thereafter. Safety measures to be implemented with guidance from One Dance UK and government regulations.
- No further updates from Blue Elephant Theatre, Motus Dance, the V&A and LEAP Festival besides all want to continue communication to make plans for 2021.
- Maternity candidate Megan Griffiths has been offered the position to cover Sarah's leave from Jan 2021 – April 2021. Details including responsibilities, DBS/Safeguarding/Insurance Certificates and pay to be discussed at meeting on Tues 8th Dec at 5:45pm. Contract to be drawn up and signed at this time.

Date of Next Meeting: 11th January 2021

The meeting closed at 12:15pm

Minutes Approved:

S Poekert / N Thorne 07.12.20

Date of Meeting: 11th January 2021

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Zara Rush, Trustee

Agenda Item:

- Unfortunately, due to the continued and indefinite lockdown in person classes are suspended for Term 2 and will take place on Zoom. Some students opted out but classes proceeded on Monday evenings with 5 students and Thursday evenings with 4 students.
 - Maternity candidate Megan Griffiths has agreed to teach the company via Zoom for Term 3 at a rate of £40 per hour for 11 weeks. We also agreed a weekly Zoom contribution of £2.
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- Sarah has been on contact with Finchley Catholic High School but with times still very unclear we will remain at Shaftesbury Hall when we are able to meet in person. Sarah to



remain in contact with FCHS in an attempt to gain clarity on a date in which we can return.

- No further updates from Blue Elephant Theatre, the V&A and LEAP Festival besides all want to continue communication to make plans for later 2021.
- Thrive professional dancers to perform as part of Motus Dance's Adjustments festival on 15th April. Rehearsals to prepare to be arranged.

Date of Next Meeting: 31st March 2021

The meeting closed at 11:15am

Minutes Approved:

S Poekert / N Thorne 11.01.2021

Date of Meeting: 31st March 2021

Attendees via phone:

Sarah Poekert, Trustee, Chair

Nigel Thorne, Trustee

Zara Rush, Trustee

Agenda Item:

- Sarah has been in contact with Finchley Catholic High School who have offered for us to return from after May half term. We have opted to stay at Shaftsbury Hall and return to FCHS from September.
- We will resume in person classes at Shaftsbury Hall for Term 3 as things reopen after the lockdown. Sarah to return after Maternity Leave and teach these classes. Megan will teach the first 2.5 weeks back with Sarah returning on 6th May.

Sarah Poekert to wait outside while wages for Term 3 teaching is discussed:

- Sarah's wages for 10 weeks of teaching is £31.00 per hour

Sarah to return to meeting – she has agreed to a reduced amount of pay to allow the group to continue with lower numbers due to Covid. Wages to be renegotiated for September with the hopes that numbers will be higher so the wage can go back to its usual amount.

- Risk Assessment has been reevaluated and will continue to be on a regular basis thereafter. Safety measures to be implemented with guidance from One Dance UK and government regulations.
- No further updates from Blue Elephant Theatre, Motus Dance, the V&A and LEAP Festival besides all want to continue communication to make plans for 2021.



- Thrive Youth Festival has been cancelled again this year due to Covid and Millfield Theatre has been notified. Marc Day informed us that the theatre is changing hands – we are to keep in touch in order to book a date and negotiate a deal for next year.
- Auditions for youth company are set for 5th and 9th July with possible days for overflow on 12th and 15th July. Local schools have been contacted and promotional workshops arranged for Fortismere, Alexandra Park School, Hornsey School for Girls and Heartlands. Additionally, flyers have been posted to Friern Barnet School and Archer Academy. Sarah to continue marketing for auditions in a big push to get more students next year.
- We will host a small sharing for the students to share their work on 28th June and 1st July. Each student will be allowed 2 guests to allow for safe set up and distancing.
- We will offer 5 weeks of workshops at Heartlands High School for Year 7/8 students. These workshops will be led by Laura Dredger and overseen by Sarah. These are a trial for working with the school again in September.

Date of Next Meeting: 15th July 2021

The meeting closed at 2:35pm

Minutes Approved:

S Poekert / N Thorne 31.03.21

<u>Month</u>	Expense Category	Expense Net	Income Category	Income Net
Business				
Thrive Dance Charity 1167591				
NatWest Account 22618414				
Summer Period April - Aug 2020	Admin Fees (Covid Related)	£320.00	Student Fees - Online + Outdoor Sessions	£1,777.50
Term 3	Teacher Fees - Online/Outdoor Teaching	£1,380.00	Profit Brought Forward from Last Financial Year	£555.80
	Covid Cancellation Fees (Cancelled Showcase)	£188.00		
	TOTAL Summer Period	£1,888.00		£2,333.30
Autumn Period Sept - Dec 2020	Audition Flyers	£35.25	Student Fees	£2,426.16
Term 1	Covid Supplies (Hand Sanitiser/Bottles/Masks)	£10.99	Profit Brought Forward from Summer Period	£445.30
	Artistic Director/Teacher Fees	£2,068.00		
	Weekly Studio Hire	£450.00		
	Maternity Cover Interview Fees	£200.00		
	TOTAL Autumn Period	£2,764.24		£2,871.46
Winter Period Jan - Apr 2021	Artistic Director/Teacher/Dancer Fees	£2,110.00	Student Fees	£1,800.00
Term 2	Costumes/Props MOTUS Show	£50.00	MOTUS Show	£200.00
	Zoom Fees	£10.00	Finchley Catholic Credit	£367.20
			Profit Brought Forward from Summer Period	£107.22
	TOTAL Winter Period	£2,170.00		£2,474.42
TOTAL Expenses		£6,822.24	TOTAL Income	£7,679.18

*All profit brought forward and reinvested in next academic year's activities